Alberta's Occupational Supply Outlook: Special Equity Groups, 2005-2015

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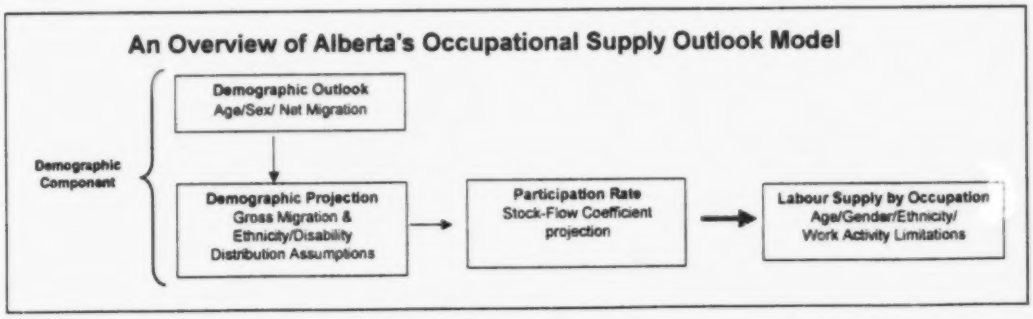
Introduction

Each year Alberta Human Resources and Employment (AHRE) produces Alberta's Occupational Supply Outlook Model (AOSOM). The AOSOM provides labour supply forecasts for 140 occupational groups over the coming ten years. This model has 30 linked sub-models and over 100,000 data series.

The demographic component of the model is an essential part of the AOSOM and it provides the basis for projecting other components of the model.[1] Figure 1 provides an overview of the AOSOM and the important role that the demographic component plays in projecting Alberta's labour supply. This component projects Alberta's population for the 2005 to 2015 forecast period by age and gender. It goes into more detail, projecting the number of people by age and gender in the special equity groups Aboriginal people, visible minorities, and activity limitations[2]. These projections are the main focus of this report. In addition, the report provides the implications of these findings about Alberta's labour market.

The first section of the report will discuss Alberta's projected population. Each of the three special equity groups, Aboriginal people, visible minorities and activity limitations, will be discussed in the following sections. After the text, Appendix A details the assumptions underlying the demographic forecasts and Appendix B contains the results of the model projections.

Figure 1



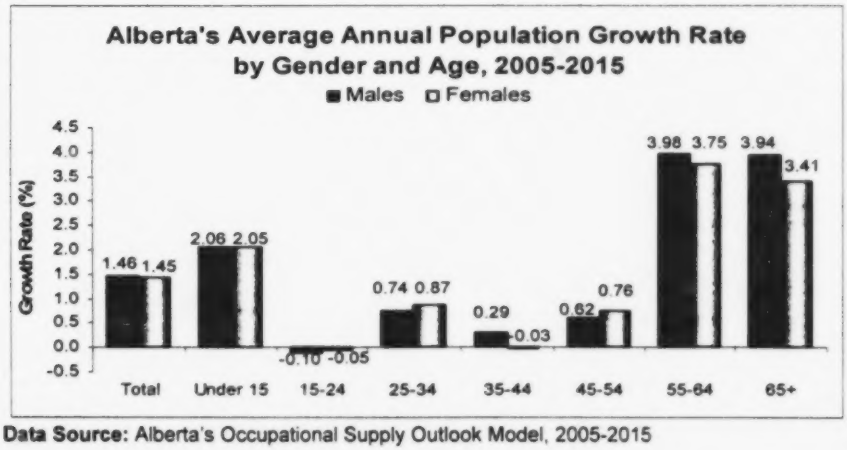
[1] See http://www3.gov.ab.ca/hre/lmi/lmjobs.asp for more reports on Alberta's Occupational Supply Outlook
[2] Includes those who report limitations in their ability to work or go to school, either sometimes or often

As Chart 1 shows, the age group that is expected to show the largest population growth over the coming ten years is those 55 years and older. In this age group, males tend to have higher growth rates than females, even though there will continue to be more females than males in the 65 and older group. The fact that this group has a faster growth rate influences future labour supply.

Participation rates tend to drop once people reach their late 50s and 60s, causing total labour supply to grow relatively slowly compared with the growth of the total population aged 15 and older.[3] Also, as this generation retires, there will be a rise in labour force separations[4] and replacement demand[5] in the coming decade, which will need to be made up by other groups of workers. It may be difficult to meet the replacement demand given the slower growth rates of all younger age groups compared to these older groups. New approaches may be needed to make up for potential labour shortages, for example further integration of the special equity groups. The Government of Alberta is currently developing a cross-ministry labour force strategy to address future labour shortages.

The main contributor to the overall population growth in Alberta is anticipated to be migration. This will help increase Alberta's labour force growth, since migrants tend to be of working age.

Chart 1



Data Source: Alberta's Occupational Supply Outlook Model, 2005-2015

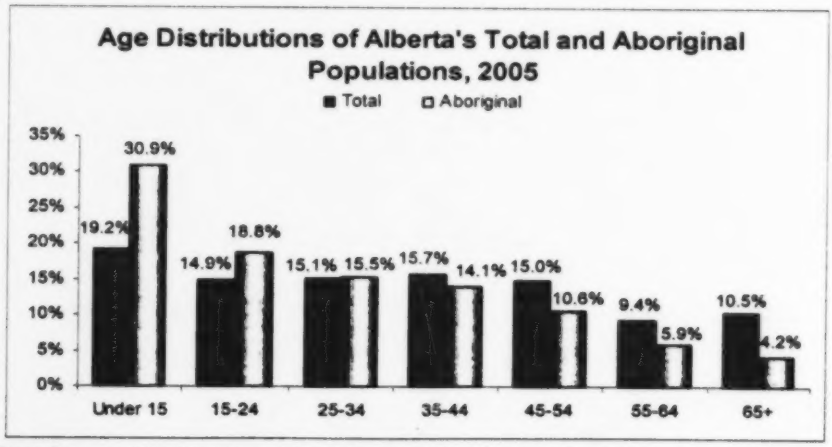
[3] Statistics Canada's Labour Force Survey, 2004
[4] The number of people leaving the labour force, due to retirement or other reasons
[5] The number of people needed to fill the vacancies resulting from labour force separations; however, for occupations experiencing a decrease in employment, not all vacancies will need to be filled

For all age groups, with the exception of the 15 and younger and 15 to 24 age groups, Aboriginal people are expected to experience faster growth rates than the total population. The main source of the Aboriginal population increase is due to natural increase, that is the birth rate being higher than the death rate, rather than from migration as it is for the total population. The age distribution of Aboriginal people is different from that of the total population, as indicated by Chart 2. These differences are expected to continue through to 2015, as can be seen in Appendix B.

Over the forecast period of 2005 to 2015, Aboriginal people are forecasted to continue to show higher birth and death rates than the total population. For those under the age of 15, Aboriginal people show lower annual growth rates than the total population. This occurs because the Aboriginal population has also experienced high birth rates in the past, so the number entering this age group is expected to offset the number leaving to an extent, so the overall year over year change is relatively small. Throughout the coming decade, the percentage of Aboriginal people under the age of 24 is expected to decrease slightly, while for older age groups it is anticipated to increase.

The significant growth in the Aboriginal population means Alberta may need to rely more on this group to fill future labour market shortages, particularly for younger age groups. Therefore, in occupations typically supplied by youth, Aboriginal people may be overrepresented compared with other jobs. However, since the population projection includes both on- and off-reserve Aboriginal people, the geographic location of the Aboriginal youth may not be the same as the location of the jobs.

Chart 2



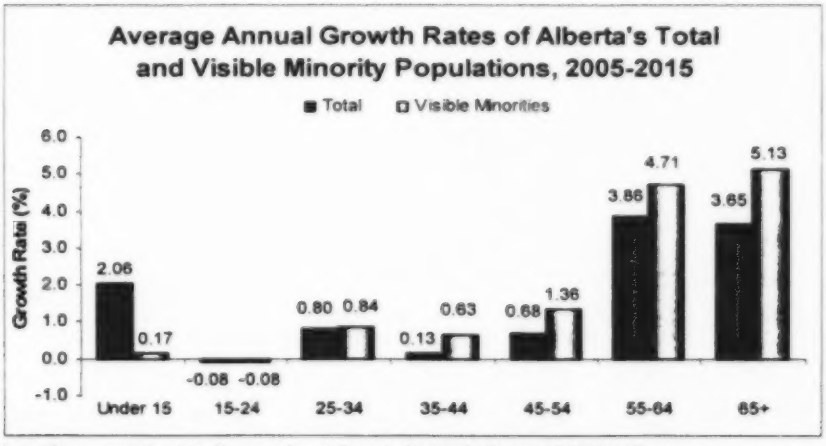
Data Source: Alberta's Occupational Supply Outlook Model, 2005-2015

For the projection period, 2005 to 2015, it is assumed that visible minorities[6] will have the same birth and death rates as the total population. Therefore, the main difference between visible minorities and the total population is with regards to migration. Since migration is expected to be the primary source of population growth for Alberta, visible minorities will experience a relatively fast growth in population, as a large number of immigrants will be considered visible minorities.

Chart 3 shows that, for the majority of age groups, with the exception of the 15 and younger and 15 to 24 age groups, visible minorities are expected to have higher population growth rates than the total population over the forecast period. In 2005, visible minorities made up 10.7% of the total population over the age of 15, and in 2015 this proportion is expected to increase slightly to 11.1%.

There is a cost to integrate newcomers into the economy[7], particularly for migrants who do not speak English. It is assumed that as migrants remain in Alberta for a long period of time, their population trends (ie. birth rates, death rates) become similar to those of the general population. As a result, the visible minority population is expected to show high growth rates for older age groups. This affects labour supply as a large part of this generation is expected to retire, as discussed previously with regards to the ageing of the total population.

Chart 3



Data Source: Alberta's Occupational Supply Outlook Model, 2005-2015

[6] People who are non-Caucasian in race or non-white in colour, excluding Aboriginals (from the Employment Equity Act, 1995)

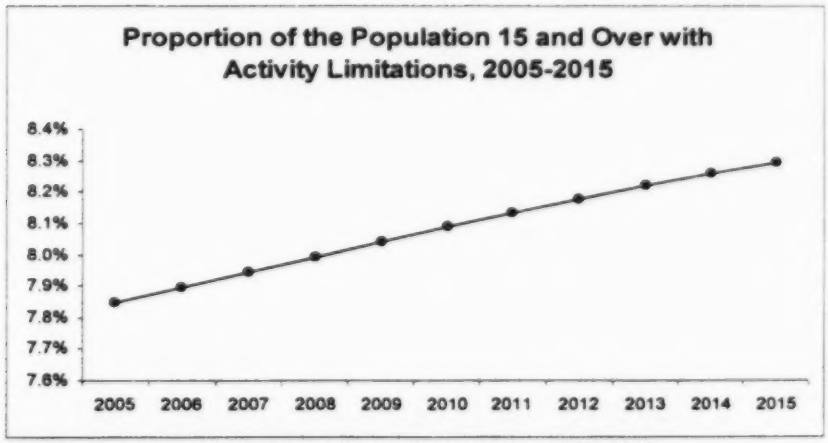
[7] Please see Appendix A for clarification on the difference between visible minorities and migrants

As people get older their likelihood of encountering activity limitations increases. Since Alberta's population is ageing, there is expected to be an increasing proportion of people suffering from activity limitations as a share of Alberta's total population. The proportion of the population ages 15 and older that is anticipated to suffer from activity limitations is expected to increase from 7.8% in 2005 to 8.3% in 2015, as displayed in Chart 4. Evident in Appendix B, over two thirds of those experiencing activity limitations will be over the age of 45 in the coming decade. Thus, as the population is ageing so is the group of people reporting activity limitations.

In addition, Aboriginal people tend to report a higher incidence of activity limitations than the total population[8]. As discussed earlier, Aboriginal people have the fastest growing population, and that places additional upward pressure on the proportion of the population experiencing activity limitations.

This has important implications for the labour market, mainly because activity limitations are defined in terms of the respondents' ability to attend work or school, thus affecting both educational attainment and overall labour supply. Due to this increase in the number of people experiencing activity limitations, the labour force will need to find additional ways to incorporate workers with activity limitations to help ease potential labour shortages.

Chart 4



Data Source: Alberta's Occupational Supply Outlook Model, 2005-2015

[8] Statistics Canada's 2001 Census

Summary

In the face of anticipated labour shortages it is important to find ways to prevent, or at least minimize, these shortfalls. One avenue to look at is further integrating Alberta's special equity groups into the labour force, especially considering the baby boomer generation is nearing retirement. Aboriginal people are a key source of labour supply as their population is growing faster than the total population, particularly for younger age groups. Migrants, some of whom would be identified as visible minorities, are another source because they tend to be of working age when coming to Alberta. In addition, the proportion of the population experiencing activity limitations is expected to increase over the forecast period of 2005 to 2015, as the population ages. This increases the impact the ageing population has on labour supply because, in addition to natural retirements, there will be an increase in retirements due to activity limitations.

Demographic Assumptions

A number of assumptions are used to derive the results of this forecast. Those used to generate the results in Appendix B are described below.

Alberta's Population

- Population levels calculated by determining the share of the original Census data by age/sex groups and then applying that share to the current population estimate for these age/sex groups.
- The level of out-migration is the same as its historic five-year average from 1999 to 2003.
- Interprovincial in-migration equals the difference between net interprovincial migration from Alberta's Occupational Demand Outlook Model and the assumed level of out-migration.

Aboriginal Population

- Aboriginal identification is self-reported in the Census, and over time there has been an increase in the tendency of people to answer affirmative to these questions. Therefore, the historic trend in the number of Aboriginal people in Alberta is misleading, so 2001 Census data only is used for the projection.
- Includes both on- and off-reserve Aboriginal people.
- Birth and death rates were not available at the provincial level, therefore they are assumed to equal the Canadian rates.

Visible Minorities

- Immigrants are not necessarily included as visible minorities, since visible minorities are defined as being non-Caucasian in race or non-white in colour. Likewise, not all visible minorities are immigrants. While their ancestors may have been immigrants, they could have been born in Canada. Due to the overlap, issues relating to immigration will be considered in discussions about visible minorities.
- Data for visible minorities was taken from the 2001 Census.
- Visible minorities have different age specific birth and death rates than the total population, however the differences are not as great as for Aboriginal people.

They tend to have higher birth rates and lower death rates than the total population for younger age groups. However, the longer migrants stay in Canada, the closer their birth and death rates are to that of the total population. As a result, the same birth and death rates are used for visible minorities as for the total population.

Activity Limitations

- The number of people with activity limitations was identified in the 2001 Census, and is defined as those with limitations, either sometimes or often, to their ability to attend work or school.
- Age/sex specific activity limitation rates were added to the demographic model using a share approach[9] by age/sex.
- Aboriginal people have higher activity limitation rates than the total populations, thus different activity limitation rates are calculated for Aboriginal people.

[9] **Share Approach:** A method to estimate the future number of people in a group of interest. The proportion of the group of interest to the total population is applied to the forecasted total population estimates to find the predicted group of interest's population.

Example:

The proportion at time t		Is mutiplied by the projected Alberta population for time t+1		To find the projected number of people with activities limitations for time t+1
$\left[\frac{\text{Activity Limitations}}{\text{Alberta Population}}\right]_t$	x	Alberta Population Projection $_{t+1}$	=	Activity Limitation Population $_{t+1}$

Appendix B

Alberta's Population

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Average 2005-2015
Under 15	623,890	634,634	647,897	661,969	678,421	695,519	713,507	731,791	748,937	763,443	777,904	
% of Total	19.2%	19.2%	19.3%	19.5%	19.7%	19.9%	20.1%	20.3%	20.5%	20.6%	20.7%	19.9%
Growth Rate (%)	0.3	1.7	2.1	2.2	2.5	2.5	2.6	2.6	2.3	1.9	1.9	2.1
15 and over	2,625,688	2,665,924	2,700,910	2,735,697	2,769,322	2,802,217	2,836,332	2,870,629	2,904,615	2,939,143	2,975,142	
% of Total	80.8%	80.8%	80.6%	80.5%	80.3%	80.1%	79.9%	79.7%	79.5%	79.4%	79.3%	80.1%
Growth Rate (%)	1.8	1.5	1.3	1.3	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.3
15 to 24	484,335	484,108	481,995	479,970	477,757	475,657	474,513	474,071	474,291	475,586	478,318	
% of Total	14.9%	14.7%	14.4%	14.1%	13.9%	13.6%	13.4%	13.2%	13.0%	12.8%	12.7%	13.7%
Growth Rate (%)	0.4	0.0	-0.4	-0.4	-0.5	-0.4	-0.2	-0.1	0.0	0.3	0.6	-0.1
25 to 34	492,354	499,588	504,803	509,498	513,364	516,506	519,521	522,088	524,055	525,717	527,436	
% of Total	15.1%	15.1%	15.1%	15.0%	14.9%	14.8%	14.6%	14.5%	14.3%	14.2%	14.1%	14.7%
Growth Rate (%)	1.9	1.5	1.0	0.9	0.8	0.6	0.6	0.5	0.4	0.3	0.3	0.8
35 to 44	511,539	508,396	506,354	505,843	506,436	507,916	510,323	513,281	516,515	519,980	523,683	
% of Total	15.7%	15.4%	15.1%	14.9%	14.7%	14.5%	14.4%	14.2%	14.1%	14.0%	14.0%	14.6%
Growth Rate (%)	-0.9	-0.6	-0.4	-0.1	0.1	0.3	0.5	0.6	0.6	0.7	0.7	0.1
45 to 54	488,083	497,156	503,240	507,253	509,657	510,929	511,576	511,828	511,882	511,965	512,264	
% of Total	15.0%	15.1%	15.0%	14.9%	14.8%	14.6%	14.4%	14.2%	14.0%	13.8%	13.6%	14.5%
Growth Rate (%)	2.7	1.9	1.2	0.8	0.5	0.2	0.1	0.0	0.0	0.0	0.1	0.7
55 to 64	306,863	323,517	339,807	355,717	370,924	385,217	398,518	410,656	421,548	431,239	439,817	
% of Total	9.4%	9.8%	10.1%	10.5%	10.8%	11.0%	11.2%	11.4%	11.5%	11.6%	11.7%	10.8%
Growth Rate (%)	5.8	5.4	5.0	4.7	4.3	3.9	3.5	3.0	2.7	2.3	2.0	3.9
65 and over	342,513	353,158	364,711	377,416	391,185	405,992	421,881	438,705	456,324	474,657	493,624	
% of Total	10.5%	10.7%	10.9%	11.1%	11.3%	11.6%	11.9%	12.2%	12.5%	12.8%	13.2%	11.7%
Growth Rate (%)	2.9	3.1	3.3	3.5	3.6	3.8	3.9	4.0	4.0	4.0	4.0	3.6
Total	3,249,931	3,300,914	3,349,163	3,398,022	3,448,098	3,498,091	3,550,194	3,602,774	3,653,907	3,702,942	3,753,402	
Growth Rate (%)	1.5	1.6	1.5	1.5	1.5	1.4	1.5	1.5	1.4	1.3	1.4	1.5

Appendix B

Females

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Average 2005-2015
Under 15	303,054	308,235	314,665	321,495	329,487	337,792	346,527	355,402	363,722	370,758	377,769	
% of Total	18.8%	18.9%	19.0%	19.1%	19.3%	19.5%	19.7%	19.9%	20.1%	20.2%	20.3%	19.5%
Growth Rate (%)	0.3	1.7	2.1	2.2	2.5	2.5	2.6	2.6	2.3	1.9	1.9	2.1
15 and over	1,305,599	1,325,416	1,342,674	1,359,840	1,376,459	1,392,747	1,409,655	1,426,683	1,443,593	1,460,800	1,478,752	
% of Total	81.2%	81.1%	81.0%	80.9%	80.7%	80.5%	80.3%	80.1%	79.9%	79.8%	79.7%	80.5%
Growth Rate (%)	1.7	1.5	1.3	1.3	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.3
15 to 24	235,455	235,490	234,561	233,644	232,617	231,630	231,102	230,911	231,038	231,686	233,032	
% of Total	14.6%	14.4%	14.2%	13.9%	13.6%	13.4%	13.2%	13.0%	12.8%	12.6%	12.6%	13.5%
Growth Rate (%)	0.5	0.0	-0.4	-0.4	-0.4	-0.4	-0.2	-0.1	0.1	0.3	0.6	0.0
25 to 34	236,402	240,015	242,727	245,199	247,282	249,013	250,659	252,073	253,186	254,133	255,083	
% of Total	14.7%	14.7%	14.6%	14.6%	14.5%	14.4%	14.3%	14.1%	14.0%	13.9%	13.7%	14.3%
Growth Rate (%)	1.9	1.5	1.1	1.0	0.8	0.7	0.7	0.6	0.4	0.4	0.4	0.9
35 to 44	251,174	248,984	247,383	246,584	246,390	246,697	247,521	248,677	250,027	251,543	253,220	
% of Total	15.6%	15.2%	14.9%	14.7%	14.4%	14.3%	14.1%	14.0%	13.8%	13.7%	13.6%	14.4%
Growth Rate (%)	-1.2	-0.9	-0.6	-0.3	-0.1	0.1	0.3	0.5	0.5	0.6	0.7	0.0
45 to 54	239,719	244,655	248,069	250,382	251,814	252,599	252,989	253,110	253,071	252,996	252,989	
% of Total	14.9%	15.0%	15.0%	14.9%	14.8%	14.6%	14.4%	14.2%	14.0%	13.8%	13.6%	14.5%
Growth Rate (%)	2.9	2.1	1.4	0.9	0.6	0.3	0.2	0.0	0.0	0.0	0.0	0.8
55 to 64	153,450	161,401	169,142	176,733	184,025	190,922	197,392	203,333	208,691	213,479	217,735	
% of Total	9.5%	9.9%	10.2%	10.5%	10.8%	11.0%	11.2%	11.4%	11.5%	11.7%	11.7%	10.9%
Growth Rate (%)	5.6	5.2	4.8	4.5	4.1	3.7	3.4	3.0	2.6	2.3	2.0	3.7
65 and over	189,399	194,871	200,792	207,297	214,331	221,885	229,993	238,581	247,581	256,962	266,692	
% of Total	11.8%	11.9%	12.1%	12.3%	12.6%	12.8%	13.1%	13.4%	13.7%	14.0%	14.4%	12.9%
Growth Rate (%)	2.7	2.9	3.0	3.2	3.4	3.5	3.7	3.7	3.8	3.8	3.8	3.4
Total	1,608,650	1,633,650	1,657,337	1,681,334	1,705,944	1,730,537	1,756,180	1,782,083	1,807,314	1,831,556	1,856,519	
Growth Rate (%)	1.5	1.6	1.4	1.4	1.5	1.4	1.5	1.5	1.4	1.3	1.4	1.4

Appendix B

Males

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Average 2005-2015
Under 15	320,836	326,398	333,232	340,474	348,935	357,727	366,981	376,389	385,214	392,685	400,136	
% of Total	19.6%	19.6%	19.7%	19.8%	20.0%	20.2%	20.5%	20.7%	20.9%	21.0%	21.1%	20.3%
Growth Rate (%)	0.4	1.7	2.1	2.2	2.5	2.5	2.6	2.6	2.3	1.9	1.9	2.1
15 and over	1,320,089	1,340,508	1,358,236	1,375,856	1,392,863	1,409,470	1,426,677	1,443,946	1,461,021	1,478,344	1,496,391	
% of Total	80.4%	80.4%	80.3%	80.2%	80.0%	79.8%	79.5%	79.3%	79.1%	79.0%	78.9%	79.7%
Growth Rate (%)	1.8	1.5	1.3	1.3	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.3
15 to 24	248,880	248,619	247,434	246,325	245,140	244,027	243,411	243,160	243,253	243,900	245,287	
% of Total	15.2%	14.9%	14.6%	14.4%	14.1%	13.8%	13.6%	13.4%	13.2%	13.0%	12.9%	13.9%
Growth Rate (%)	0.3	-0.1	-0.5	-0.4	-0.5	-0.5	-0.3	-0.1	0.0	0.3	0.6	-0.1
25 to 34	255,952	259,574	262,076	264,299	266,082	267,493	268,862	270,016	270,869	271,584	272,353	
% of Total	15.6%	15.6%	15.5%	15.4%	15.3%	15.1%	15.0%	14.8%	14.7%	14.5%	14.4%	15.1%
Growth Rate (%)	1.9	1.4	1.0	0.8	0.7	0.5	0.5	0.4	0.3	0.3	0.3	0.7
35 to 44	260,365	259,412	258,971	259,259	260,046	261,219	262,802	264,605	266,488	268,437	270,464	
% of Total	15.9%	15.6%	15.3%	15.1%	14.9%	14.8%	14.7%	14.5%	14.4%	14.3%	14.3%	14.9%
Growth Rate (%)	-0.6	-0.4	-0.2	0.1	0.3	0.5	0.6	0.7	0.7	0.7	0.8	0.3
45 to 54	248,364	252,501	255,171	256,871	257,843	258,331	258,587	258,718	258,811	258,968	259,275	
% of Total	15.1%	15.1%	15.1%	15.0%	14.8%	14.6%	14.4%	14.2%	14.0%	13.8%	13.7%	14.5%
Growth Rate (%)	2.5	1.7	1.1	0.7	0.4	0.2	0.1	0.1	0.0	0.1	0.1	0.6
55 to 64	153,413	162,116	170,665	178,984	186,898	194,294	201,126	207,322	212,857	217,760	222,082	
% of Total	9.3%	9.7%	10.1%	10.4%	10.7%	11.0%	11.2%	11.4%	11.5%	11.6%	11.7%	10.8%
Growth Rate (%)	6.0	5.7	5.3	4.9	4.4	4.0	3.5	3.1	2.7	2.3	2.0	4.0
65 and over	153,114	158,287	163,919	170,119	176,853	184,106	191,888	200,125	208,743	217,695	226,931	
% of Total	9.3%	9.5%	9.7%	9.9%	10.2%	10.4%	10.7%	11.0%	11.3%	11.6%	12.0%	10.5%
Growth Rate (%)	3.2	3.4	3.6	3.8	4.0	4.1	4.2	4.3	4.3	4.3	4.2	3.9
Total	1,640,922	1,666,905	1,691,466	1,716,329	1,741,796	1,767,195	1,793,655	1,820,332	1,846,234	1,871,027	1,896,525	
Growth Rate (%)	1.5	1.6	1.5	1.5	1.5	1.5	1.5	1.5	1.4	1.3	1.4	1.5

Appendix B

Aboriginal Population

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Average 2005-2015
Under 15	51,860	51,787	51,778	51,842	51,969	52,152	52,381	52,649	52,949	53,272	53,611	
% of Total	30.9%	30.3%	29.7%	29.3%	28.9%	28.5%	28.2%	27.9%	27.6%	27.4%	27.1%	28.7%
Growth Rate (%)	-0.3	-0.1	0.0	0.1	0.2	0.4	0.4	0.5	0.6	0.6	0.6	0.3
15 and over	116,174	119,291	122,317	125,273	128,147	130,945	133,667	136,321	138,923	141,476	143,986	
% of Total	69.1%	69.7%	70.3%	70.7%	71.1%	71.5%	71.8%	72.1%	72.4%	72.6%	72.9%	71.3%
Growth Rate (%)	2.8	2.7	2.5	2.4	2.3	2.2	2.1	2.0	1.9	1.8	1.8	2.2
15 to 24	31,581	32,200	32,706	33,112	33,423	33,655	33,819	33,932	34,008	34,060	34,099	
% of Total	18.8%	18.8%	18.8%	18.7%	18.6%	18.4%	18.2%	18.0%	17.7%	17.5%	17.3%	18.2%
Growth Rate (%)	2.4	2.0	1.6	1.2	0.9	0.7	0.5	0.3	0.2	0.2	0.1	0.9
25 to 34	25,977	26,351	26,784	27,264	27,770	28,287	28,799	29,293	29,765	30,206	30,613	
% of Total	15.5%	15.4%	15.4%	15.4%	15.4%	15.4%	15.5%	15.5%	15.5%	15.5%	15.5%	15.5%
Growth Rate (%)	1.2	1.4	1.6	1.8	1.9	1.9	1.8	1.7	1.6	1.5	1.3	1.6
35 to 44	23,745	23,971	24,183	24,393	24,607	24,832	25,072	25,330	25,611	25,914	26,235	
% of Total	14.1%	14.0%	13.9%	13.8%	13.7%	13.6%	13.5%	13.4%	13.3%	13.3%	13.3%	13.6%
Growth Rate (%)	1.0	1.0	0.9	0.9	0.9	0.9	1.0	1.0	1.1	1.2	1.2	1.0
45 to 54	17,859	18,535	19,146	19,699	20,200	20,653	21,066	21,443	21,792	22,118	22,427	
% of Total	10.6%	10.8%	11.0%	11.1%	11.2%	11.3%	11.3%	11.3%	11.4%	11.4%	11.4%	11.2%
Growth Rate (%)	4.4	3.8	3.3	2.9	2.5	2.2	2.0	1.8	1.6	1.5	1.4	2.5
55 to 64	9,897	10,557	11,228	11,903	12,574	13,237	13,884	14,512	15,117	15,696	16,247	
% of Total	5.9%	6.2%	6.4%	6.7%	7.0%	7.2%	7.5%	7.7%	7.9%	8.1%	8.2%	7.2%
Growth Rate (%)	7.0	6.7	6.3	6.0	5.6	5.3	4.9	4.5	4.2	3.8	3.5	5.3
65 and over	7,115	7,676	8,271	8,903	9,573	10,281	11,027	11,811	12,630	13,482	14,365	
% of Total	4.2%	4.5%	4.8%	5.0%	5.3%	5.6%	5.9%	6.3%	6.6%	6.9%	7.3%	5.7%
Growth Rate (%)	8.1	7.9	7.7	7.6	7.5	7.4	7.3	7.1	6.9	6.7	6.5	7.3
Total	168,034	171,078	174,096	177,115	180,115	183,096	186,048	188,970	191,871	194,747	197,597	
Growth Rate (%)	1.9	1.8	1.8	1.7	1.7	1.7	1.6	1.6	1.5	1.5	1.5	1.7

Appendix B

Visible Minorities

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Average 2005-2015
Under 15	77,051	77,038	77,072	77,160	77,290	77,455	77,645	77,854	78,080	78,316	78,557	
% of Total	21.5%	21.2%	20.9%	20.6%	20.4%	20.1%	19.9%	19.7%	19.6%	19.4%	19.2%	20.2%
Growth Rate (%)	-0.1	0.0	0.0	0.1	0.2	0.2	0.2	0.3	0.3	0.3	0.3	0.2
15 and over	280,851	286,402	291,773	297,010	302,095	307,041	311,843	316,511	321,066	325,508	329,844	
% of Total	78.5%	78.8%	79.1%	79.4%	79.6%	79.9%	80.1%	80.3%	80.4%	80.6%	80.8%	79.8%
Growth Rate (%)	2.1	2.0	1.9	1.8	1.7	1.6	1.6	1.5	1.4	1.4	1.3	1.7
15 to 24	57,272	57,383	57,416	57,394	57,325	57,225	57,102	56,969	56,836	56,712	56,602	
% of Total	16.0%	15.8%	15.6%	15.3%	15.1%	14.9%	14.7%	14.4%	14.2%	14.0%	13.9%	14.9%
Growth Rate (%)	0.3	0.2	0.1	0.0	-0.1	-0.2	-0.2	-0.2	-0.2	-0.2	-0.2	-0.1
25 to 34	56,762	57,513	58,201	58,833	59,395	59,887	60,305	60,652	60,938	61,165	61,341	
% of Total	15.9%	15.8%	15.8%	15.7%	15.7%	15.6%	15.5%	15.4%	15.3%	15.1%	15.0%	15.5%
Growth Rate (%)	1.4	1.3	1.2	1.1	1.0	0.8	0.7	0.6	0.5	0.4	0.3	0.8
35 to 44	57,812	58,061	58,357	58,704	59,091	59,509	59,947	60,398	60,856	61,312	61,759	
% of Total	16.2%	16.0%	15.8%	15.7%	15.6%	15.5%	15.4%	15.3%	15.2%	15.2%	15.1%	15.5%
Growth Rate (%)	0.3	0.4	0.5	0.6	0.7	0.7	0.7	0.8	0.8	0.7	0.7	0.6
45 to 54	51,549	52,649	53,602	54,432	55,161	55,807	56,387	56,918	57,412	57,881	58,333	
% of Total	14.4%	14.5%	14.5%	14.5%	14.5%	14.5%	14.5%	14.4%	14.4%	14.3%	14.3%	14.4%
Growth Rate (%)	2.5	2.1	1.8	1.5	1.3	1.2	1.0	0.9	0.9	0.8	0.8	1.4
55 to 64	30,711	32,800	34,825	36,770	38,618	40,359	41,988	43,503	44,905	46,198	47,388	
% of Total	8.6%	9.0%	9.4%	9.8%	10.2%	10.5%	10.8%	11.0%	11.3%	11.4%	11.6%	10.3%
Growth Rate (%)	7.4	6.8	6.2	5.6	5.0	4.5	4.0	3.6	3.2	2.9	2.6	4.7
65 and over	26,745	27,995	29,371	30,876	32,506	34,255	36,114	38,072	40,118	42,239	44,421	
% of Total	7.5%	7.7%	8.0%	8.3%	8.6%	8.9%	9.3%	9.7%	10.1%	10.5%	10.9%	9.0%
Growth Rate (%)	4.4	4.7	4.9	5.1	5.3	5.4	5.4	5.4	5.4	5.3	5.2	5.1
Total	357,902	363,440	368,845	374,171	379,385	384,495	389,488	394,365	399,146	403,825	408,401	
Growth Rate (%)	1.6	1.5	1.5	1.4	1.4	1.3	1.3	1.3	1.2	1.2	1.1	1.4

Appendix B

Activity Limitations

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Average 2005-2015
15 and over	206,029	210,439	214,549	218,656	222,693	226,679	230,722	234,750	238,727	242,698	246,711	
Growth Rate (%)	2.3	2.1	2.0	1.9	1.8	1.8	1.8	1.7	1.7	1.7	1.7	1.9
15 to 24	20,976	20,976	20,894	20,814	20,725	20,640	20,594	20,578	20,590	20,647	20,765	
% of 15 and over	10.2%	10.0%	9.7%	9.5%	9.3%	9.1%	8.9%	8.8%	8.6%	8.5%	8.4%	9.2%
Growth Rate (%)	0.5	0.0	-0.4	-0.4	-0.4	-0.4	-0.2	-0.1	0.1	0.3	0.6	0.0
25 to 34	23,682	24,031	24,287	24,519	24,714	24,875	25,030	25,163	25,268	25,357	25,448	
% of 15 and over	11.5%	11.4%	11.3%	11.2%	11.1%	11.0%	10.8%	10.7%	10.6%	10.4%	10.3%	10.9%
Growth Rate (%)	1.9	1.5	1.1	1.0	0.8	0.7	0.6	0.5	0.4	0.4	0.4	0.8
35 to 44	34,933	34,719	34,579	34,543	34,583	34,683	34,846	35,049	35,271	35,509	35,765	
% of 15 and over	17.0%	16.5%	16.1%	15.8%	15.5%	15.3%	15.1%	14.9%	14.8%	14.6%	14.5%	15.5%
Growth Rate (%)	-0.9	-0.6	-0.4	-0.1	0.1	0.3	0.5	0.6	0.6	0.7	0.7	0.1
45 to 54	44,670	45,524	46,107	46,500	46,745	46,885	46,966	47,009	47,031	47,055	47,097	
% of 15 and over	21.7%	21.6%	21.5%	21.3%	21.0%	20.7%	20.4%	20.0%	19.7%	19.4%	19.1%	20.6%
Growth Rate (%)	2.7	1.9	1.3	0.9	0.5	0.3	0.2	0.1	0.0	0.1	0.1	0.7
55 to 64	37,815	39,866	41,873	43,836	45,714	47,481	49,127	50,631	51,984	53,188	54,257	
% of 15 and over	18.4%	18.9%	19.5%	20.0%	20.5%	20.9%	21.3%	21.6%	21.8%	21.9%	22.0%	20.6%
Growth Rate (%)	5.8	5.4	5.0	4.7	4.3	3.9	3.5	3.1	2.7	2.3	2.0	3.9
65 and over	43,952	45,322	46,809	48,443	50,213	52,116	54,158	56,321	58,585	60,941	63,379	
% of 15 and over	21.3%	21.5%	21.8%	22.2%	22.5%	23.0%	23.5%	24.0%	24.5%	25.1%	25.7%	23.2%
Growth Rate (%)	2.9	3.1	3.3	3.5	3.7	3.8	3.9	4.0	4.0	4.0	4.0	3.7